




May 1988
**Distribution and Composition
of Employee Earnings and
Hours—Australia
Preliminary**

Catalogue No. 6305.0

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EMBARGOED UNTIL 11.30 A.M. 23 DECEMBER 1988

**DISTRIBUTION AND COMPOSITION OF EMPLOYEE
EARNINGS AND HOURS, AUSTRALIA
MAY 1988, PRELIMINARY**

W. McLENNAN
Acting Australian Statistician

AUSTRALIAN BUREAU OF STATISTICS

CATALOGUE NO. 6305.0

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CATALOGUE NO. 6302.0

AUSTRALIAN BUREAU OF STATISTICS

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SUMMARY OF FINDINGS

Care should be taken in interpreting estimates for managerial employees which are presented according to classification by occupation, as well as status of employee. See paragraph 12 of the Explanatory Notes.

In May 1988, estimated median weekly total earnings of all male employees were \$449.70, as compared to \$313.20 for all female employees. Estimated median weekly total earnings of full-time adult non-managerial employees were \$463.30 for males and \$388.30 for females.

Distribution of Earnings

Diagrams 1.1 and 1.2 illustrate the different distribution patterns of weekly total earnings for all employees compared to full-time adult non-managerial employees. The differences between the distribution patterns result mainly from the concentration of females in the lower earnings ranges (due mostly to the higher proportion of junior and part-time female employees), and the lower proportion of female managerial employees, compared to males.

The relative distribution of earnings of full-time adult male and female non-managerial employees is shown to be much closer once the contribution of overtime earnings has been removed (diagram 1.3). Male average (mean) weekly overtime earnings were \$51.30 in the survey reference week, compared to a female average of \$11.70 (see Table 4).

Earnings by Occupation

As shown in diagram 2, average weekly total earnings of *full-time adult employees* increased by 7.7 per cent for males and 7.8 per cent for females in the year to May 1988. Greatest increases for *males* were recorded for

- Managers and administrators (10.2 per cent)
- Salespersons and personal service workers (10.1 per cent).

Greatest increases for *full-time adult female employees* were recorded for

- Managers and administrators (14.4 per cent)
- Para-professionals (10.8 per cent)
- Plant and machine operators, and drivers (9.5 per cent).

The lowest percentage increases during the year were for male Para-professionals (5.3 per cent) and for females, Tradespersons (2.5 per cent).

Average weekly total earnings of *full-time adult non-managerial employees* increased by 7.7 per cent for males and 7.4 per cent for females in the year to May 1988. *Male* increases were greatest for

- Salespersons and personal service workers (10.6 per cent)
- Plant and machine operators, and drivers (8.2 per cent).

Labourers and related workers recorded the lowest level of male average weekly ordinary time earnings (\$374.90), followed by Plant and machine operators, and drivers (\$422.10) and Tradespersons (\$423.70). These occupation groups, however, also had the highest levels of average weekly overtime earnings and the highest numbers of total hours paid for (see Table 3).

Plant and machine operators, and drivers was the lowest paid occupation group for *full-time adult female non-managerial employees*, with average weekly total earnings of \$333.10, despite having the highest level of female average weekly overtime earnings (see Table 3). Female Professionals recorded the highest level of average weekly total earnings (\$533.30), while female Para-professionals had the greatest percentage increase in average weekly total earnings of any occupation group since May 1987 (11.1 per cent).

Earnings by Industry (Table 6)

The Mining industry recorded the highest weekly total earnings for both full-time adult male (\$717.70) and full-time adult female (\$487.80) non-managerial employees. The all industries averages were \$500.60 for males and \$413.60 for females. The Mining industry also had the highest average weekly ordinary time earnings for males (\$591.80), while Community services had the highest ordinary time earnings for females (\$455.70). The lowest average weekly ordinary time earnings for both males and females were in the combined Textiles and Clothing and footwear industry group.

DIAGRAM 1.1: DISTRIBUTION OF ALL EMPLOYEES BY WEEKLY TOTAL EARNINGS, AUSTRALIA, MAY 1988

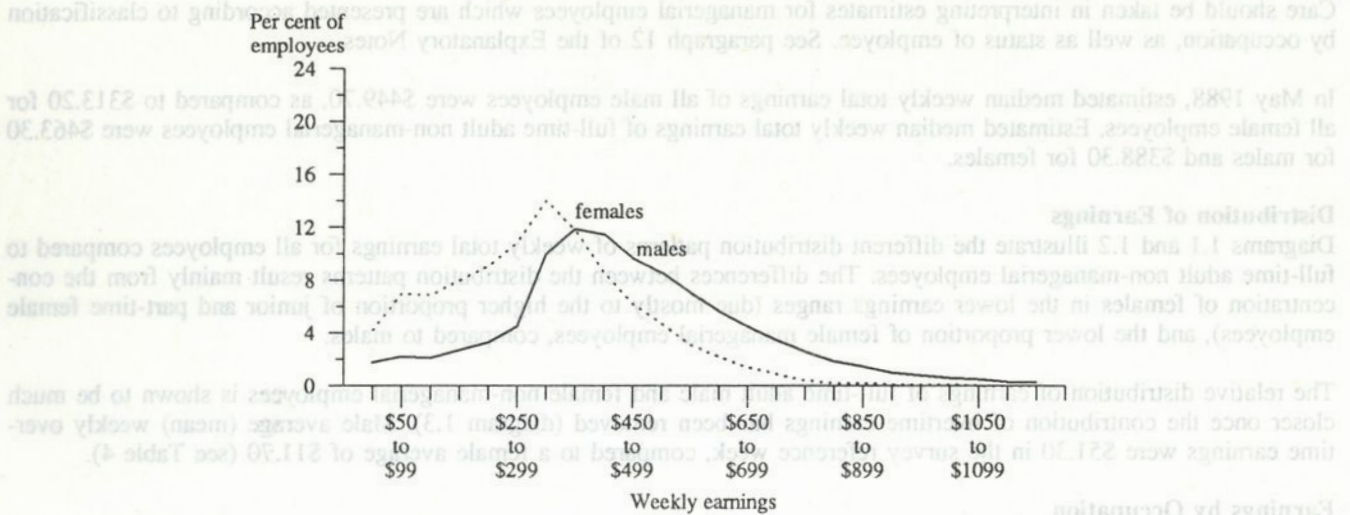


DIAGRAM 1.2: DISTRIBUTION OF FULL-TIME ADULT NON-MANAGERIAL EMPLOYEES BY WEEKLY TOTAL EARNINGS, AUSTRALIA, MAY 1988

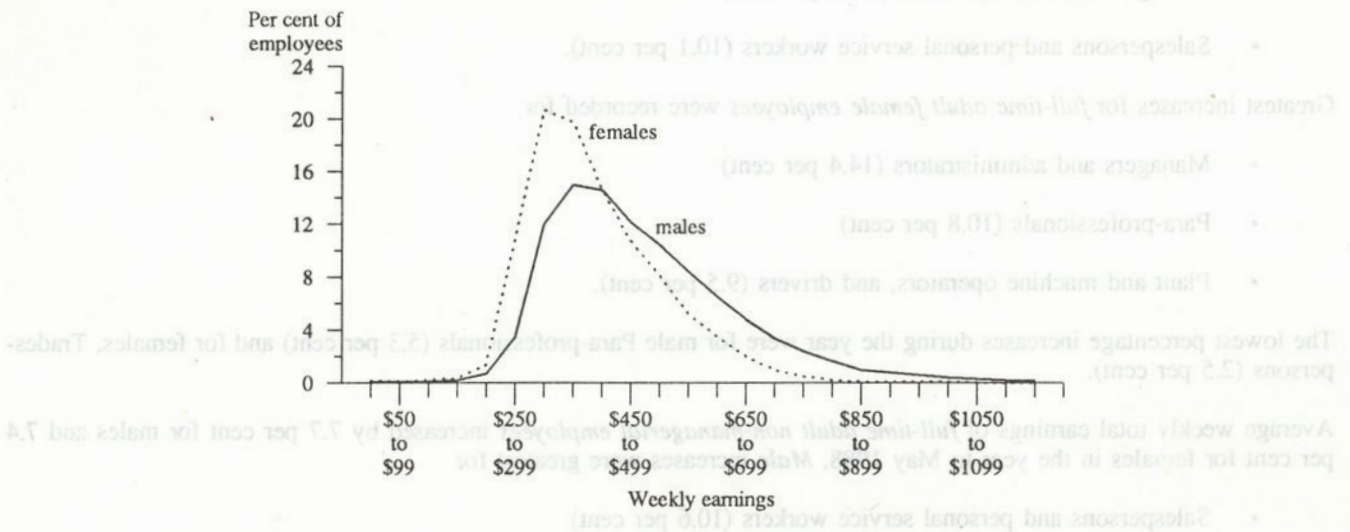


DIAGRAM 1.3: DISTRIBUTION OF FULL-TIME ADULT NON-MANAGERIAL EMPLOYEES BY WEEKLY ORDINARY TIME EARNINGS, AUSTRALIA, MAY 1988

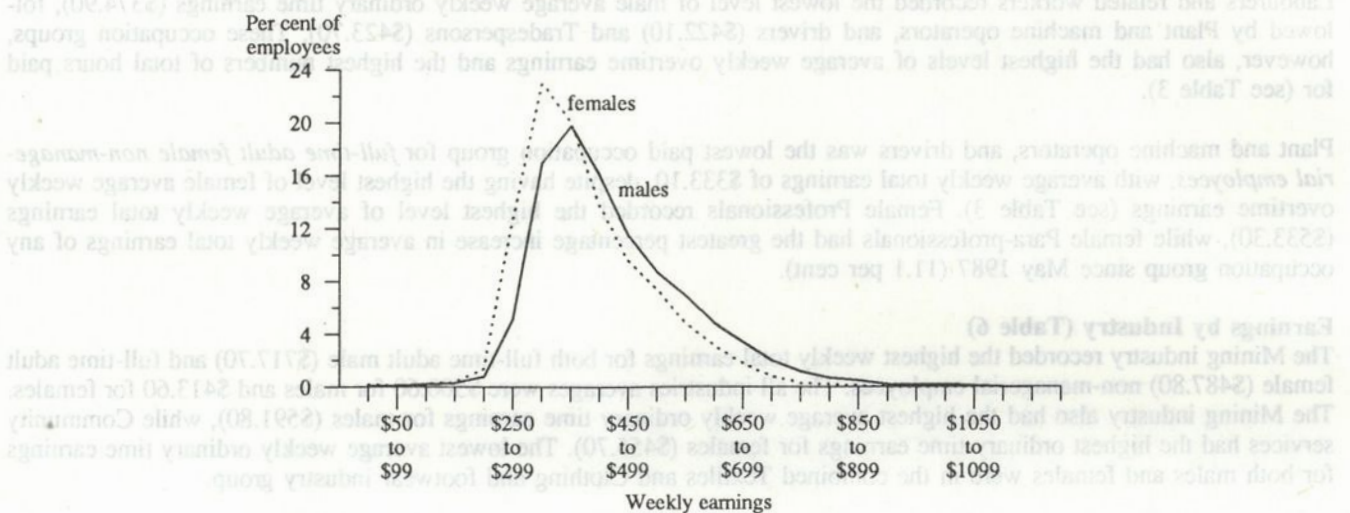
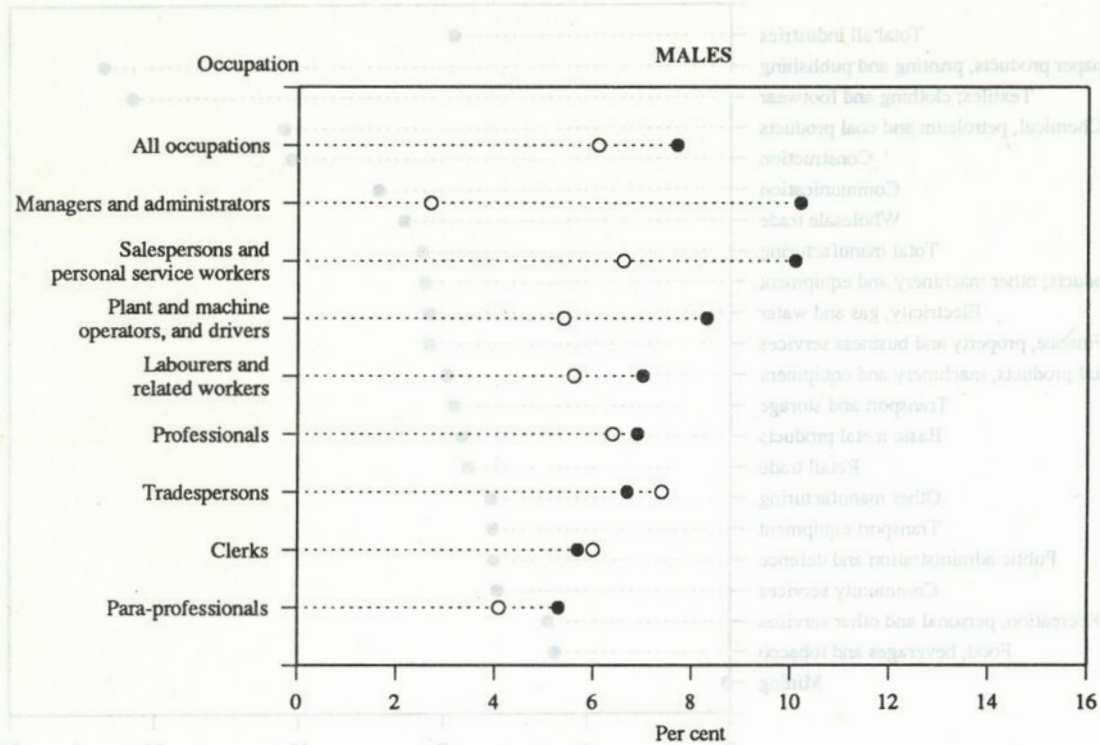


DIAGRAM 2: PERCENTAGE CHANGE IN AVERAGE WEEKLY TOTAL EARNINGS OF FULL-TIME ADULT EMPLOYEES, CLASSIFIED BY MAJOR OCCUPATION GROUP, AUSTRALIA, MAY 1986 TO MAY 1988



● May 1987 to May 1988

○ May 1986 to May 1987

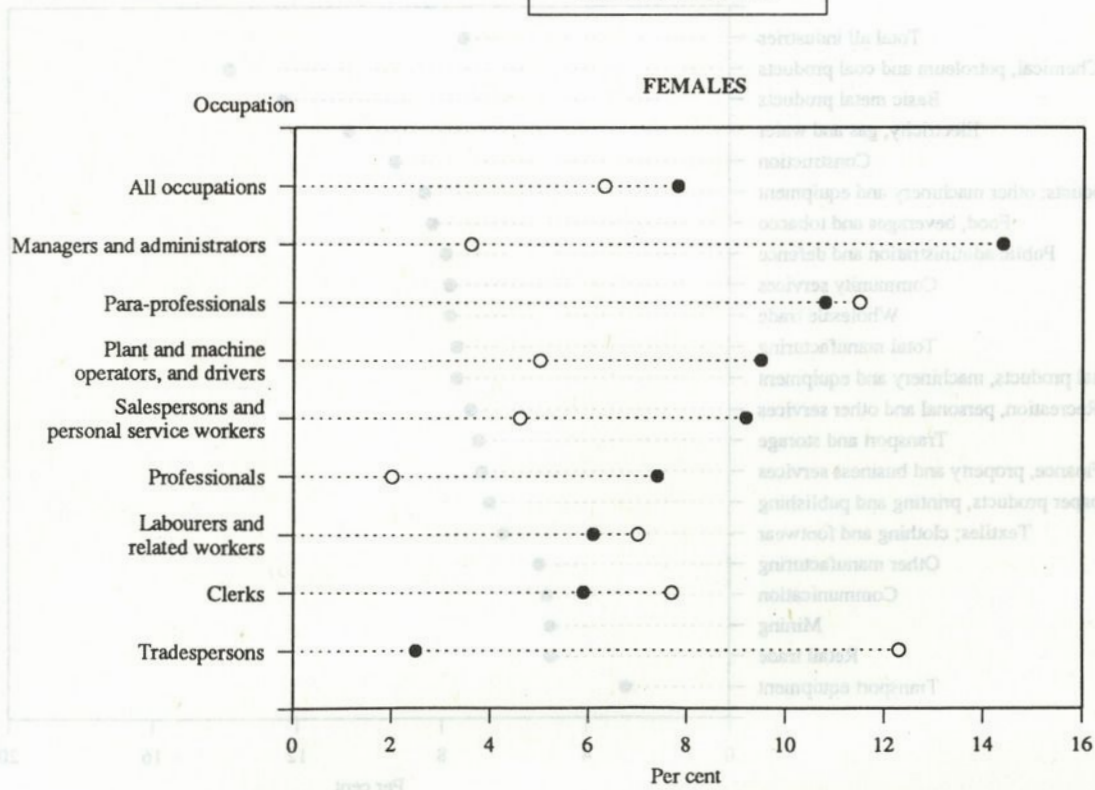


DIAGRAM 3: PERCENTAGE CHANGE IN AVERAGE WEEKLY TOTAL EARNINGS OF FULL-TIME ADULT NON-MANAGERIAL EMPLOYEES, INDUSTRIES, AUSTRALIA, MAY 1987 TO MAY 1988

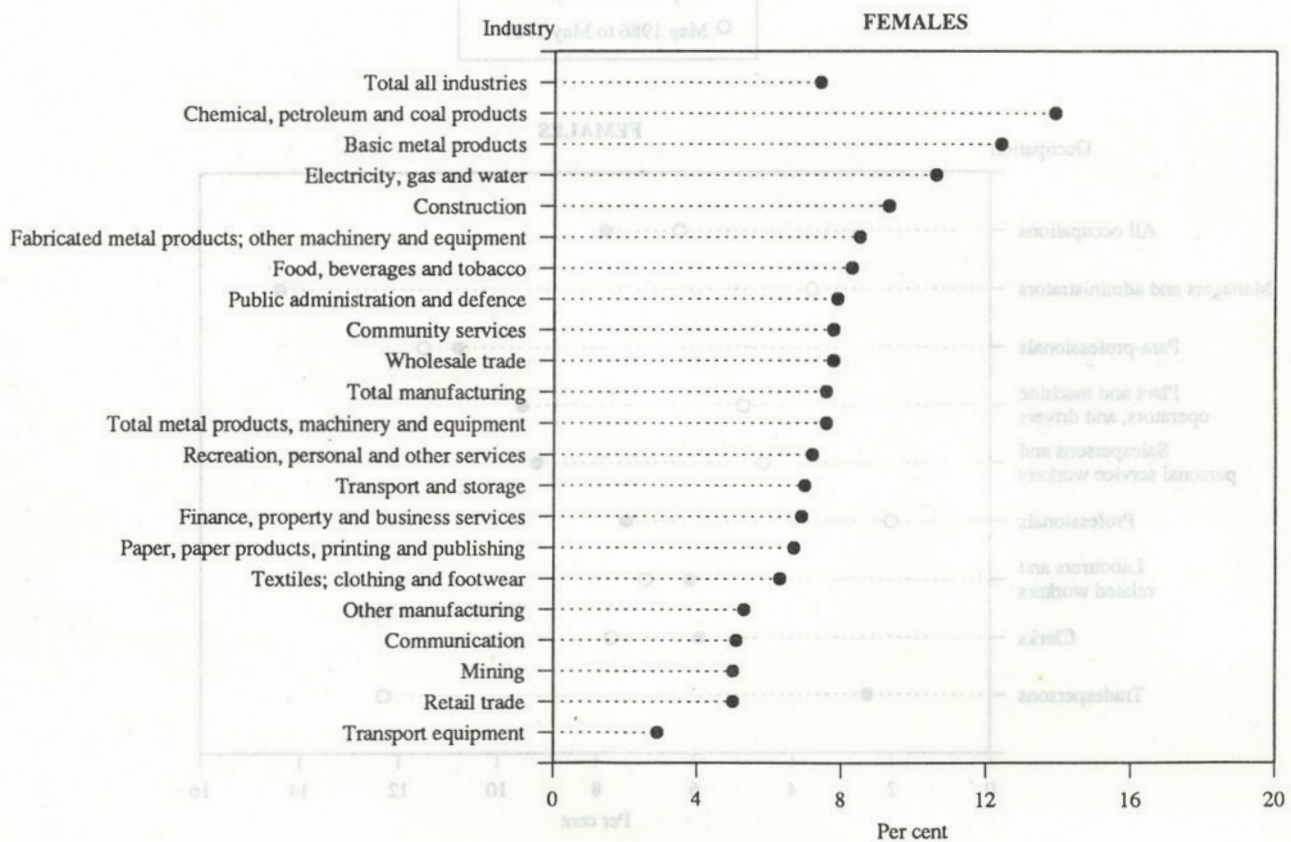
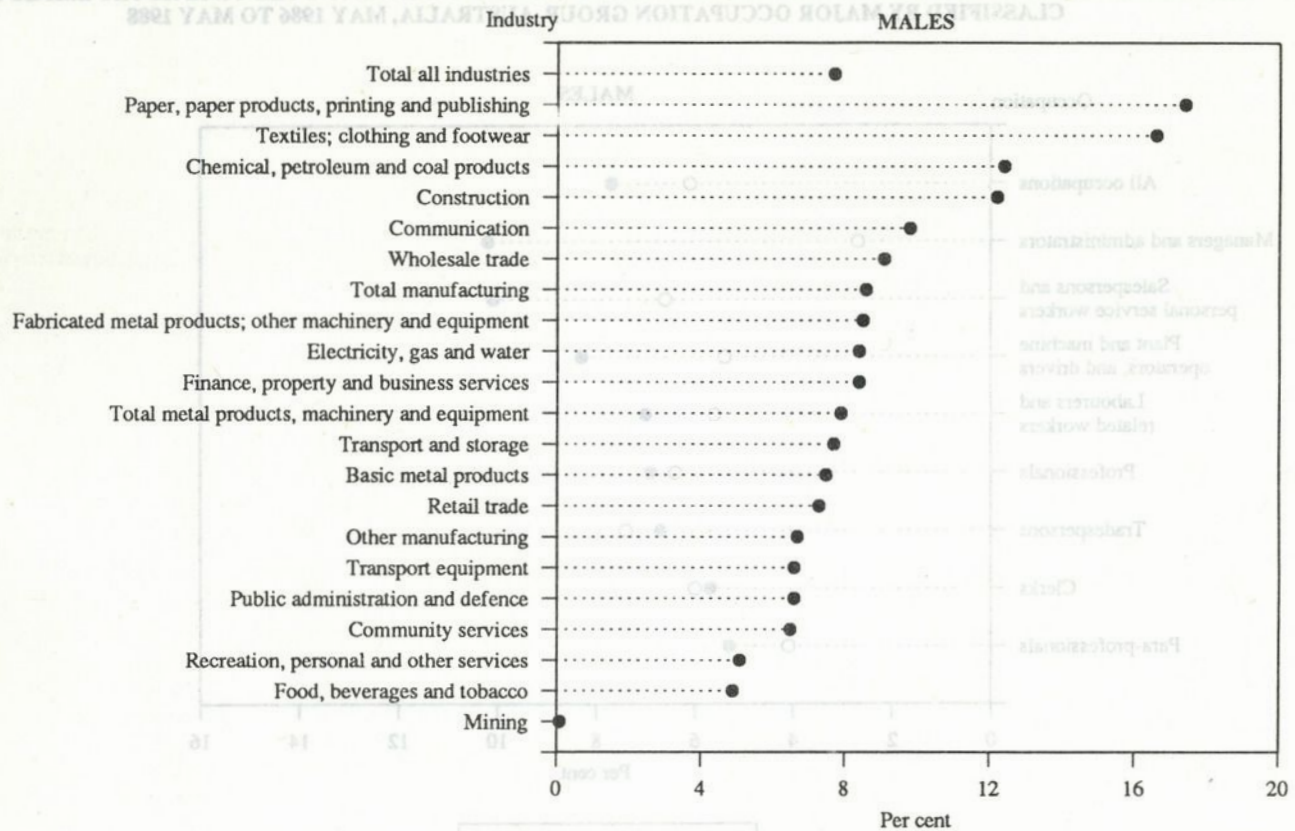


TABLE 1. DISTRIBUTION OF ALL EMPLOYEES AND FULL-TIME ADULT NON-MANAGERIAL EMPLOYEES BY LEVELS OF WEEKLY TOTAL EARNINGS, AUSTRALIA, MAY 1988

	All employees			Full-time adult non-managerial employees		
	Males	Females	Persons	Males	Females	Persons
-per cent of employees-						
Weekly earnings (\$)-						
Under 60	2.2	5.8	3.7	*0.1	*0.2	*0.2
60 and under 80	0.9	2.7	1.7	*0.1	*0.0	*0.0
80 " 100	0.9	2.7	1.6	*0.0	*0.0	*0.0
100 " 120	0.9	2.8	1.7	*0.0	*0.1	0.1
120 " 140	0.8	2.8	1.6	*0.0	*0.1	0.1
140 " 160	1.0	3.1	1.9	*0.1	*0.2	0.1
160 " 180	1.2	3.0	2.0	0.1	*0.1	0.1
180 " 200	1.0	3.2	1.9	0.1	0.2	0.1
200 " 220	1.4	3.6	2.4	*0.3	0.4	0.3
220 " 240	1.3	3.6	2.3	0.2	0.6	0.4
240 " 260	1.4	3.6	2.3	0.5	0.9	0.6
260 " 280	1.5	4.1	2.6	1.1	3.5	1.9
280 " 300	2.2	5.1	3.4	2.1	6.7	3.7
300 " 320	3.5	5.8	4.4	3.7	8.0	5.2
320 " 340	4.3	5.9	5.0	5.3	9.2	6.7
340 " 360	4.8	5.1	4.9	6.0	8.1	6.7
360 " 380	4.4	5.0	4.7	5.7	8.5	6.7
380 " 400	4.9	4.1	4.6	6.2	6.8	6.4
400 " 420	5.1	3.9	4.6	6.4	6.6	6.5
420 " 440	4.4	3.2	3.9	5.6	5.6	5.6
440 " 460	4.3	3.0	3.7	5.4	5.0	5.3
460 " 480	3.6	2.5	3.2	4.7	4.4	4.6
480 " 500	3.7	2.2	3.1	4.6	3.8	4.4
500 " 520	3.9	1.9	3.1	4.5	3.3	4.0
520 " 540	3.2	1.6	2.5	4.0	2.9	3.6
540 " 560	3.0	1.6	2.4	3.6	2.8	3.3
560 " 580	2.9	1.4	2.2	3.3	2.4	3.0
580 " 600	2.8	1.1	2.1	3.5	2.0	2.9
600 " 620	2.6	1.1	2.0	3.0	1.9	2.6
620 " 640	2.1	0.7	1.5	2.3	1.1	1.9
640 " 660	1.9	0.6	1.3	2.2	0.8	1.7
660 " 680	2.0	0.8	1.5	2.1	1.2	1.8
680 " 700	1.6	0.4	1.1	1.7	0.5	1.3
700 " 750	3.5	0.9	2.4	3.4	1.0	2.5
750 " 800	2.6	0.4	1.7	2.4	0.5	1.7
800 " 850	1.9	0.2	1.2	1.7	0.2	1.2
850 " 900	1.5	0.2	0.9	1.0	0.1	0.7
900 " 950	1.0	0.1	0.6	0.8	*0.1	0.6
950 " 1,000	0.8	0.1	0.5	0.6	*0.1	0.5
1,000 and over	3.0	*0.2	1.8	1.7	*0.2	1.2
Total	100.0	100.0	100.0	100.0	100.0	100.0
-number ('000)-						
Total employees(a)	3,054.8	2,254.5	5,309.2	2,147.0	1,136.8	3,283.9
-dollars-						
Median earnings	449.70	313.20	387.50	463.30	388.30	434.70
Mean earnings	482.10	316.30	411.70	500.60	413.60	470.50

(a) See paragraph 7 of the Explanatory Notes.

TABLE 2. AVERAGE WEEKLY TOTAL EARNINGS OF FULL-TIME ADULT EMPLOYEES AND ALL ADULT EMPLOYEES IN MAJOR OCCUPATION GROUPS, AUSTRALIA, MAY 1988

Code	ASCO Major Group	Average weekly total earnings (\$)					
		Adult males		Adult females		Adult persons	
		Full-time	All	Full-time	All	Full-time	All
1	Managers and administrators	697.60	691.50	561.60	527.10	675.30	662.20
2	Professionals	672.70	627.00	543.20	449.50	623.10	548.70
3	Para-professionals	587.00	570.40	516.50	426.00	565.70	511.30
4	Tradespersons	483.10	476.50	357.10	290.30	475.80	459.90
5	Clerks	479.30	465.10	393.30	339.10	423.60	375.90
6	Salespersons and personal service workers	476.80	410.70	376.90	264.10	430.60	321.60
7	Plant and machine operators, and drivers	510.30	488.20	333.10	304.20	485.10	458.60
8	Labourers and related workers	434.90	393.90	344.00	247.20	412.60	338.00
	All occupations(a)	533.50	505.10	423.20	336.40	497.90	435.40

(a) Includes occupations not separately classified.

TABLE 3. AVERAGE WEEKLY ORDINARY TIME AND TOTAL EARNINGS, AND HOURS PAID FOR: FULL-TIME ADULT NON-MANAGERIAL EMPLOYEES IN MAJOR OCCUPATION GROUPS, AUSTRALIA, MAY 1988

		Average weekly ordinary time		Average weekly total	
Code	ASCO Major Group(a)	Earnings(\$)	Hours paid for	Earnings(\$)	Hours paid for
MALES					
2	Professionals	595.70	37.4	615.30	38.2
3	Para-professionals	535.90	37.8	575.90	39.7
4	Tradespersons	423.70	37.9	485.10	41.2
5	Clerks	444.70	37.4	471.10	38.9
6	Salespersons and personal service workers	441.70	39.0	462.40	40.4
7	Plant and machine operators, and drivers	422.10	38.1	509.90	43.1
8	Labourers and related workers	374.90	37.8	434.10	41.3
	All occupations(b)	449.40	37.9	500.60	40.7
FEMALES					
2	Professionals	527.40	36.9	533.30	37.1
3	Para-professionals	499.60	38.0	513.10	38.7
4	Tradespersons	340.80	38.2	357.30	39.5
5	Clerks	381.70	37.4	391.70	38.0
6	Salespersons and personal service workers	367.60	38.6	377.50	39.3
7	Plant and machine operators, and drivers	306.00	37.1	333.10	39.1
8	Labourers and related workers	324.30	37.5	343.20	38.9
	All occupations(b)	401.90	37.5	413.60	38.3
PERSONS					
2	Professionals	565.80	37.1	579.40	37.7
3	Para-professionals	524.60	37.9	556.40	39.4
4	Tradespersons	418.80	37.9	477.50	41.1
5	Clerks	403.20	37.4	418.80	38.3
6	Salespersons and personal service workers	404.60	38.8	419.90	39.8
7	Plant and machine operators, and drivers	405.50	37.9	484.60	42.5
8	Labourers and related workers	362.40	37.7	411.60	40.7
	All occupations(b)	432.90	37.8	470.50	39.9

(a) Employees classified to ASCO Major Group Managers and administrators are not shown separately in this table. See paragraph 12 of the Explanatory Notes. (b) Includes occupations not separately classified.

TABLE 4. COMPOSITION OF AVERAGE WEEKLY TOTAL EARNINGS AND HOURS PAID FOR: FULL-TIME
NON-MANAGERIAL EMPLOYEES, SECTORS, AUSTRALIA, MAY 1988

Average weekly total earnings (\$)									
Average weekly ordinary time earnings							Average weekly hours paid for		
	Award or agreed base rate of pay	Payment by measured result	Over- award and other pay	Total ordinary time	Overtime	Total	Ordinary time	Overtime	Total
PRIVATE SECTOR									
Adult-									
Males	406.10	10.90	13.50	430.50	63.40	493.90	38.1	3.6	41.7
Females	360.70	2.30	7.40	370.40	13.60	384.00	37.9	0.9	38.8
Persons	390.90	8.00	11.50	410.30	46.70	457.00	38.0	2.7	40.7
Junior-									
Males	217.50	*1.50	3.50	222.60	15.60	238.10	38.3	1.6	39.9
Females	215.30	*0.60	2.60	218.50	5.10	223.60	37.9	0.6	38.5
Persons	216.50	*1.10	3.10	220.70	10.80	231.50	38.1	1.1	39.3
PUBLIC SECTOR									
Adult-									
Males	474.80	1.00	3.40	479.20	32.00	511.20	37.5	1.6	39.1
Females	445.70	*0.20	0.50	446.30	9.10	455.40	37.1	0.5	37.6
Persons	464.20	0.70	2.40	467.30	23.70	491.00	37.3	1.2	38.6
Junior-									
Males	250.80	*0.40	2.40	253.50	9.40	262.90	37.8	0.8	38.6
Females	246.30	*0.00	*0.20	246.50	3.80	250.40	37.6	0.4	37.9
Persons	248.30	*0.20	1.20	249.70	6.30	256.10	37.7	0.5	38.2
TOTAL									
Adult-									
Males	432.70	7.10	9.60	449.40	51.30	500.60	37.9	2.8	40.7
Females	395.90	1.40	4.50	401.90	11.70	413.60	37.5	0.7	38.3
Persons	420.00	5.10	7.80	432.90	37.60	470.50	37.8	2.1	39.9
Junior-									
Males	222.00	*1.40	3.30	226.70	14.70	241.40	38.2	1.5	39.7
Females	221.00	*0.50	2.20	223.60	4.80	228.50	37.9	0.5	38.4
Persons	221.50	*1.00	2.80	225.30	10.10	235.40	38.1	1.0	39.1

TABLE 5. AVERAGE WEEKLY TOTAL EARNINGS OF
FULL-TIME ADULT MANAGERIAL EMPLOYEES,
SECTORS, AUSTRALIA, MAY 1988

	Average weekly total earnings (\$)		
	Males	Females	Persons
Private Sector	654.20	492.10	624.50
Public Sector	840.50	734.90	823.60
Total	692.10	535.40	664.10

TABLE 6. AVERAGE WEEKLY ORDINARY TIME AND TOTAL EARNINGS AND HOURS PAID FOR: FULL-TIME NON-MANAGERIAL EMPLOYEES, INDUSTRIES, AUSTRALIA, MAY 1988

Industry	Average weekly ordinary time		Average weekly total	
	Earnings(\$)	Hours paid for	Earnings(\$)	Hours paid for
ADULT MALES				
Mining	591.80	37.3	717.70	43.5
Manufacturing	415.30	37.7	489.00	42.0
Food, beverages and tobacco	395.90	37.9	466.40	42.0
Textiles; clothing and footwear	370.60	38.0	466.40	44.4
Paper, paper products, printing and publishing	471.30	37.2	550.10	41.1
Chemical, petroleum and coal products	488.30	37.3	561.30	40.9
Metal products, machinery and equipment-				
Basic metal products	473.60	37.7	567.70	42.7
Fabricated metal products; other machinery and equipment	406.00	37.6	476.60	41.9
Transport equipment	412.00	38.1	479.20	41.7
Total metal products, machinery and equipment	422.20	37.8	497.00	42.0
Other manufacturing	378.10	37.8	444.50	42.0
Electricity, gas and water	479.20	37.1	515.00	38.9
Construction	463.00	37.9	550.80	42.5
Wholesale trade	422.30	38.2	462.40	40.5
Retail trade	370.80	39.2	393.00	40.8
Transport and storage	452.90	38.5	522.00	42.2
Communication	453.00	36.6	485.70	38.4
Finance, property and business services	485.30	38.4	506.70	39.6
Public administration and defence	447.60	37.2	470.10	38.5
Community services	509.90	37.6	537.20	38.9
Recreation, personal and other services	395.40	38.7	430.10	41.1
Total all industries	449.40	37.9	500.60	40.7
ADULT FEMALES				
Mining	449.20	38.3	487.80	40.6
Manufacturing	343.60	37.5	366.20	39.1
Food, beverages and tobacco	362.70	37.8	386.80	39.4
Textiles; clothing and footwear	305.50	37.2	326.60	38.9
Paper, paper products, printing and publishing	376.60	37.8	394.40	38.9
Chemical, petroleum and coal products	402.90	37.2	427.00	38.7
Metal products, machinery and equipment-				
Basic metal products	424.50	37.6	450.40	39.2
Fabricated metal products; other machinery and equipment	343.50	37.7	367.70	39.5
Transport equipment	332.70	37.2	354.50	38.7
Total metal products, machinery and equipment	348.70	37.6	372.60	39.3
Other manufacturing	331.80	37.7	356.10	39.4
Electricity, gas and water	424.50	36.8	434.30	37.3
Construction	386.30	38.2	395.30	38.7
Wholesale trade	376.80	37.8	385.00	38.4
Retail trade	322.20	38.4	331.50	39.2
Transport and storage	410.20	38.6	443.90	40.7
Communication	390.10	36.2	404.00	37.0
Finance, property and business services	401.50	37.6	410.70	38.2
Public administration and defence	415.10	36.6	425.40	37.1
Community services	455.70	37.3	462.30	37.7
Recreation, personal and other services	358.80	38.6	369.20	39.3
Total all industries	401.90	37.5	413.60	38.3

TABLE 6. AVERAGE WEEKLY ORDINARY TIME AND TOTAL EARNINGS AND HOURS PAID FOR: FULL-TIME NON-MANAGERIAL EMPLOYEES, INDUSTRIES, AUSTRALIA, MAY 1988 -continued

Industry	Average weekly ordinary time		Average weekly total	
	Earnings(\$)	Hours paid for	Earnings(\$)	Hours paid for
ADULT PERSONS				
Mining	576.80	37.4	693.50	43.2
Manufacturing	397.70	37.7	458.90	41.3
Food, beverages and tobacco	387.70	37.8	446.60	41.4
Textiles; clothing and footwear	328.80	37.5	376.60	40.8
Paper, paper products, printing and publishing	444.40	37.4	505.90	40.5
Chemical, petroleum and coal products	465.20	37.3	524.90	40.3
Metal products, machinery and equipment-				
Basic metal products	469.80	37.7	558.40	42.4
Fabricated metal products; other machinery and equipment	393.30	37.7	454.40	41.4
Transport equipment	400.80	38.0	461.50	41.3
Total metal products, machinery and equipment	410.30	37.7	476.70	41.6
Other manufacturing	369.90	37.8	428.80	41.5
Electricity, gas and water	474.20	37.1	507.60	38.8
Construction	454.80	37.9	534.30	42.1
Wholesale trade	409.20	38.1	440.10	39.9
Retail trade	350.20	38.9	366.90	40.1
Transport and storage	446.20	38.5	509.80	42.0
Communication	437.60	36.5	465.70	38.0
Finance, property and business services	442.40	38.0	457.60	38.9
Public administration and defence	436.30	37.0	454.50	38.0
Community services	479.10	37.4	494.60	38.2
Recreation, personal and other services	381.10	38.6	406.20	40.4
Total all industries	432.90	37.8	470.50	39.9
JUNIOR MALES				
Mining	300.20	37.4	339.50	40.8
Manufacturing	215.50	37.8	233.50	39.6
Food, beverages and tobacco	246.10	37.9	262.10	39.3
Textiles; clothing and footwear	208.60	35.5	232.20	37.8
Paper, paper products, printing and publishing	226.30	37.5	265.30	41.3
Chemical, petroleum and coal products	245.00	37.8	270.10	39.7
Metal products, machinery and equipment-				
Basic metal products	251.80	37.7	271.70	39.3
Fabricated metal products; other machinery and equipment	208.00	37.7	225.20	39.6
Transport equipment	220.30	38.0	233.40	39.2
Total metal products, machinery and equipment	216.10	37.8	232.50	39.5
Other manufacturing	199.20	38.1	212.80	39.8
Electricity, gas and water	280.80	36.8	290.40	37.7
Construction	264.00	38.1	282.00	39.7
Wholesale trade	216.30	38.5	230.40	39.9
Retail trade	207.10	39.0	219.80	40.5
Transport and storage	236.90	38.1	269.20	41.0
Communication	257.70	36.8	270.40	38.0
Finance, property and business services	246.50	38.2	251.90	38.8
Public administration and defence	239.60	37.5	251.80	38.4
Community services	253.60	38.3	264.60	39.1
Recreation, personal and other services	209.20	38.9	219.60	40.2
Total all industries	226.70	38.2	241.40	39.7

TABLE 6. AVERAGE WEEKLY ORDINARY TIME AND TOTAL EARNINGS AND HOURS PAID FOR: FULL-TIME NON-MANAGERIAL EMPLOYEES, INDUSTRIES, AUSTRALIA, MAY 1988 -continued

Industry	Average weekly ordinary time		Average weekly total	
	Earnings(\$)	Hours paid for	Earnings(\$)	Hours paid for
JUNIOR FEMALES				
Mining	239.80	36.7	246.30	37.4
Manufacturing	220.90	37.5	227.50	38.2
Food, beverages and tobacco	221.40	37.9	227.70	38.6
Textiles; clothing and footwear	208.40	37.6	210.90	37.9
Paper, paper products, printing and publishing	229.40	37.5	236.00	38.2
Chemical, petroleum and coal products	235.40	38.2	239.10	38.6
Metal products, machinery and equipment-				
Basic metal products	228.10	37.1	228.10	37.1
Fabricated metal products; other machinery and equipment	232.00	38.6	235.50	39.0
Transport equipment	204.20	35.6	245.20	40.0
Total metal products, machinery and equipment	226.30	37.9	236.60	39.0
Other manufacturing	218.00	36.4	225.20	37.1
Electricity, gas and water	257.00	36.7	261.00	37.1
Construction	240.10	37.8	246.10	38.4
Wholesale trade	214.80	37.7	220.60	38.4
Retail trade	207.00	38.0	211.30	38.5
Transport and storage	256.70	38.3	264.40	39.0
Communication	320.20	36.2	340.50	37.5
Finance, property and business services	240.00	37.9	244.30	38.2
Public administration and defence	232.20	36.4	234.90	36.7
Community services	234.40	38.0	237.10	38.2
Recreation, personal and other services	190.90	38.8	199.30	40.0
Total all industries	223.60	37.9	228.50	38.4
JUNIOR PERSONS				
Mining	279.70	37.2	307.90	39.7
Manufacturing	216.70	37.7	232.10	39.3
Food, beverages and tobacco	240.60	37.9	254.40	39.2
Textiles; clothing and footwear	208.50	36.8	219.20	37.8
Paper, paper products, printing and publishing	227.50	37.5	253.30	40.1
Chemical, petroleum and coal products	240.70	38.0	256.30	39.2
Metal products, machinery and equipment-				
Basic metal products	248.70	37.6	266.00	39.0
Fabricated metal products; other machinery and equipment	212.00	37.9	227.00	39.5
Transport equipment	218.40	37.7	234.80	39.3
Total metal products, machinery and equipment	217.60	37.8	233.10	39.4
Other manufacturing	201.80	37.9	214.50	39.4
Electricity, gas and water	275.30	36.8	283.60	37.5
Construction	262.00	38.1	279.10	39.6
Wholesale trade	215.70	38.2	226.50	39.3
Retail trade	207.10	38.5	215.70	39.5
Transport and storage	247.30	38.2	266.70	39.9
Communication	266.10	36.7	279.80	37.9
Finance, property and business services	242.00	38.0	246.70	38.4
Public administration and defence	235.40	36.9	242.20	37.4
Community services	238.10	38.0	242.40	38.4
Recreation, personal and other services	196.80	38.8	205.80	40.1
Total all industries	225.30	38.1	235.40	39.1

APPENDIX A: GLOSSARY

Earnings

1. *Award pay or agreed base rate of pay* refers to the award pay or agreed rate of pay for ordinary time hours paid for. For employees covered by an award it includes all allowances (dirt, height, tool, etc.) and penalty payments (e.g. shift loadings) specified in the award. It excludes overaward pay and service increments not specified in the award. For employees not covered by an award, agreed base rate of pay is the agreed wage for ordinary time hours paid for.

2. *Overaward pay* refers to amounts of ordinary time pay (regular or otherwise) that are over the award (e.g. attendance, good time-keeping, profit-sharing, etc.). It excludes payments in the form of a reimbursement for expenses incurred whilst carrying out the employer's business (e.g. payments from petty cash).

3. *Payment by measured result* refers to earnings which vary according to measured performance (e.g. piecework, production and task bonuses, commission).

4. *Other pay* refers to ordinary time earnings not included in award or agreed base rate of pay, allowances under award, overaward pay or payment by measured result. It excludes payments in the form of a reimbursement for expenses incurred whilst carrying out the employer's business (e.g. payments from petty cash).

5. *Weekly ordinary time earnings* of employees refers to one week's earnings for the reference period attributable to award, standard or agreed hours of work. It is calculated before taxation and any other deductions (e.g. superannuation, board and lodging) have been made. Included in ordinary time earnings are award payments, base rates of pay, overaward payments, penalty payments, shift and other allowances; commissions and retainers; bonuses and similar payments related to the reference period; payments under incentive or piecework; payments under profit-sharing schemes normally paid each pay period; payments for leave taken during the reference period; all workers' compensation payments made through the payroll; and salary payments made to directors. Excluded are overtime payments, retrospective pay, pay in advance, leave loadings, severance pay, termination and redundancy payments and other payments not related to the reference period.

6. *Weekly overtime earnings* of employees refers to payment for hours in excess of award, standard or agreed hours of work.

7. *Weekly total earnings* of employees is equal to weekly ordinary time earnings plus weekly overtime earnings.

Employees

8. *Employees* refers to all wage and salary earners (as defined in paragraphs 3 and 4 of the Explanatory Notes) who received pay for any part of the reference period.

9. *Full-time employees* are permanent, temporary and casual employees who normally work the agreed or award hours for a full-time employee in their occupation; if agreed or award hours do not apply, employees are regarded as full-time if they ordinarily work 35 hours or more per week. *Part-time employees* are those who are not full-time employees as defined.

10. *Adult employees* are employees 21 years of age or over and those employees who, although under 21 years of age, are paid at the full adult rate for their occupation. *Junior employees* are all other employees.

11. *Managerial employees* are adult managerial, executive, professional and higher supervisory staff, generally defined as those employees who are ineligible to receive payment for overtime, or, although subject to payment for overtime, are in charge of a significant number of employees in a separate establishment. *Non-managerial employees* are those who are not managerial employees as defined.

Hours

12. *Ordinary time hours* refers to award, standard or agreed hours of work. It includes stand-by or reporting time which are part of standard hours of work, and that part of paid annual leave, paid sick leave and long service leave taken during the reference period.

13. *Overtime hours* refers to hours in excess of award, standard or agreed hours of work.

14. *Weekly hours paid for* refers to the hours for which payment was made. It comprises ordinary time hours and overtime hours. For employees paid other than weekly, hours were converted to a weekly basis. For employees who began or ceased work, or were absent without pay for any reason during the reference period, only the hours actually paid for were included. Where agreed hours of work were less than award hours, hours were based on agreed hours. Hours of work were not reported for managerial employees.

Industry

15. *Industry* is classified according to the Australian Standard Industrial Classification (see Explanatory Notes paragraph 8).

Occupation

16. *Occupation* is classified according to the Australian Standard Classification of Occupations (ASCO) (see Explanatory Notes paragraphs 9 to 13).

Other

17. *Reference period* for the survey refers to the last pay period ending on or before 20 May 1988.

18. *Sector*. Public sector includes local government authorities and all government departments and agencies created by, or reporting to, the Commonwealth or State

Parliaments. All remaining employees are classified as private sector.

19. *Mean (or average) earnings* refers to the amount obtained by dividing the total earnings or hours of a group (e.g. full-time employees) by the number of employees in that group.

10. Adult employees are employees 21 years of age or over and those employees who, although under 21 years of age, are paid at the full adult rate for their occupation. Junior employees are all other employees.

11. Managerial employees are adult managerial, executive, professional and higher supervisory staff, generally defined as those employees who are ineligible to receive payment for overtime, or, although subject to payment for overtime, are in charge of a significant number of employees in a separate establishment. Non-managerial employees are those who are not managerial employees as defined.

12. Ordinary time hours refers to award, standard or agreed hours of work. It includes stand-by or reporting time which are part of standard hours of work, and that part of paid annual leave, paid sick leave and long service leave taken during the reference period.

13. Overtime hours refers to hours in excess of award, standard or agreed hours of work.

14. Weekly hours paid for refers to the hours for which payment was made. It comprises ordinary time hours and overtime hours. For employees paid other than weekly, hours were converted to a weekly basis. For employees who began or ceased work, or were absent without pay for any reason during the reference period, only the hours actually paid for were included. Where agreed hours of work were less than award hours, hours were based on agreed hours. Hours of work were not reported for managerial employees.

15. Industry is classified according to the Australian Standard Industrial Classification (see Explanatory Notes paragraph 8).

16. Occupation is classified according to the Australian Standard Classification of Occupations (ASCO) (see Explanatory Notes paragraphs 9 to 13).

17. Reference period for the survey refers to the last pay period ending on or before 30 May 1988.

18. Sector. Public sector includes local government authorities and all government departments and agencies created by or reporting to the Commonwealth or State

20. *Median earnings* refers to the amount which divides the distribution into two equal groups of employees, one half having amounts below the median and the other half having amounts above it.

award pay or agreed rate of pay for ordinary time hours paid for. For employees covered by an award it includes all allowances (shift, night, tool, etc.) and penalty payments (e.g. shift loadings) specified in the award. It excludes overtime pay and service increments not specified in the award. For employees not covered by an award, agreed base rate of pay is the agreed wage for ordinary time hours paid for.

2. Overaward pay refers to amounts of ordinary time pay (regular or otherwise) that are over the award (e.g. shift, night, tool, etc.) and penalty payments, such as allowances, good time-keeping, profit-sharing, etc. It excludes payments in the form of a reimbursement for expenses incurred whilst carrying out the employer's business (e.g. payments from petty cash).

3. Payment by measured result refers to earnings which vary according to measured performance (e.g. piecework, production and task bonus, commission).

4. Other pay refers to ordinary time earnings not included in award or agreed base rate of pay, allowances under award, overaward pay or payment by measured result. It excludes payments in the form of a reimbursement for expenses incurred whilst carrying out the employer's business (e.g. payments from petty cash).

5. Weekly ordinary time earnings of employees refers to one week's earnings for the reference period standardised to award, standard or agreed hours of work. It is calculated before taxation and any other deductions (e.g. superannuation, board and lodging) have been made. Included in ordinary time earnings are award payments, base rate of pay, overaward payments, penalty payments, shift and other allowances, commissions and retainers; bonuses and similar payments related to the reference period; payments under incentive or piecework; payments under profit-sharing schemes normally paid each pay period; payments for leave taken during the reference period; all workers' compensation payments made through the employer; and salary payments made to directors. Excluded are overtime payments, retrospective pay, pay in advance, leave loadings, severance pay, termination and redundancy payments and other payments not related to the reference period.

6. Weekly overtime earnings of employees refers to payment for hours in excess of award, standard or agreed hours of work.

7. Weekly total earnings of employees is equal to weekly ordinary time earnings plus weekly overtime earnings.

8. Employees refers to all wage and salary earners (as defined in paragraphs 3 and 4 of the Explanatory Notes) who received pay for any part of the reference period.

APPENDIX B: EXPLANATORY NOTES

Introduction

This publication contains preliminary estimates from a sample survey conducted in May 1988. The survey is designed to provide statistics on the distribution of employees according to weekly earnings and hours, and on the composition of weekly earnings and hours for various categories of employees and principal occupations.

2. Final estimates will be published in *Distribution and Composition of Employee Earnings and Hours, Australia, May 1988* (6306.0).

Scope of the survey

3. All wage and salary earners who received pay for the reference period are represented in the survey, except:

- members of the Australian permanent defence forces;
- employees of enterprises primarily engaged in agriculture, forestry, fishing and hunting;
- employees in private households employing staff;
- employees of overseas embassies, consulates, etc.;
- employees based outside Australia; and
- employees on workers' compensation who are not paid through the payroll.

4. Also excluded are the following persons who are not regarded as employees for the purposes of this survey:

- directors who are not paid a salary;
- proprietors/partners of unincorporated businesses; and
- self-employed persons such as subcontractors, owner/drivers, consultants and persons paid solely by commission without a retainer.

Survey design

5. A sample of approximately 9,600 employers is selected from the ABS register of businesses to ensure adequate State and industry representation. The statistical unit for the survey comprises all activities of an enterprise in a particular State or Territory. Each statistical unit is classified to an industry which reflects the predominant activity of the enterprise in the State or Territory. In a small number of cases where an enterprise has significant employment in more than one industry, a separate statistical unit is created for each industry. The statistical units are stratified by State, public/private sector, industry and size of employment, and a simple random sample is selected from each stratum.

6. Employers with fewer than 10 employees are required to complete details for every employee, while those with 10 or more employees are required to select a random sample of their employees in accordance with

instructions supplied by the ABS. Data for approximately 72,000 employees was obtained in the survey.

7. Although the sample is not designed specifically to provide estimates of numbers of employees, it is estimated that 3,054,800 male and 2,254,500 female employees are within the scope of the survey. These and other estimates of numbers of employees included in this publication should not be taken as measures of total employment in the categories indicated.

Industry classification

8. Industry is classified according to the *Australian Standard Industrial Classification (ASIC) 1983 Edition, Volume 1 - The Classification* (1201.0). The following table shows details of the ASIC industries used in the survey.

		ASIC code
Sub-Division	division	Title
B		Mining
C		Manufacturing-
	21	Food, beverages and tobacco
	23,24	Textiles; clothing and footwear
	26	Paper, paper products, printing and publishing
	27	Chemical, petroleum and coal products
	29	Basic metal products
	31,33	Fabricated metal products; other machinery and equipment
	32	Transport equipment
	25,28,34	Other manufacturing(a)
D		Electricity, gas and water
E		Construction
F	47	Wholesale trade
	48	Retail trade
G		Transport and storage
H		Communication
I		Finance, property and business services
J		Public administration and defence(b)
K		Community services
L		Recreation, personal and other services(c)
		Total

(a) Includes wood, wood products and furniture (subdivision 25); glass, clay and other non-metallic mineral products (subdivision 28); leather, rubber and plastic products and manufacturing not elsewhere classified (subdivision 34). (b) Excludes permanent defence forces. (c) Excludes private households employing staff (subdivision 94).

NOTE: Division A, (Agriculture, Forestry, Fishing and Hunting) is excluded from the survey.

Occupation

9. Occupation is classified to the Australian Standard Classification of Occupations (ASCO).

10. ASCO has been developed over a period of several years by the Department of Employment, Education and Training and the Australian Bureau of Statistics (ABS). It is a skill-based classification of occupations developed in Australia to provide a systematic classification and description of occupations in the labour market.

11. The purpose of ASCO is to identify a set of occupations covering all jobs in the Australian economy; to define those occupations in terms of a number of selected attributes; and to group those occupations on the basis of their similarity into successively broader categories for purposes of statistical description and analysis. The classification which has been developed is based on a 'kind-of-work' criterion with an emphasis on skill level (length and type of training) and skill specialisation (e.g. subject matter knowledge). The determination of the skill level of each occupation in the classification was based on data from employer groups, trade unions, educational institutions and well-informed individuals. The skill specialisations identified within each set of broad skill levels have been determined by an examination of the primary tasks of all occupations within each skill level.

12. Care should be taken when comparing survey estimates based on ASCO groups with estimates based on the managerial/non-managerial status of employees, which is determined by the employer. Estimates for employees with manager status include employees classified to ASCO categories other than the ASCO major group 'Managers and Administrators'; e.g. employees classified as Professionals according to ASCO may be categorised by employers as having managerial status. Conversely, tables in this publication which contain estimates for non-managerial employees (as defined by employers) will include some employees who would be classified to the ASCO major group 'Managers and Administrators'.

13. Details of ASCO can be found in *ASCO: Statistical Classification - First Edition* (1222.0) and an *Information Paper: ASCO - Australian Standard Classification of Occupations: Introduction to ASCO Publications - First Edition* (1221.0) which were released in September 1986.

Comparability of results

14. Because of the substantially improved coverage of employers provided by the ABS register of businesses and modifications to some definitions, results from surveys conducted after 1981 are not strictly comparable with those for surveys conducted between 1974 and 1981. In addition, care should be taken when comparing the results of this survey with the quarterly series *Average Weekly Earnings, States and Australia* (6302.0) as a different sample design and survey methodology are used.

15. Because of the two stage sampling methodology used for this survey to arrive at a sample of employees, it is not possible to ensure that the representation of all the subgroups of interest in the sample accurately reflect their representation in the population.

16. Considerable care is taken in questionnaire design and in the instructions given to employers on how to select samples of their employees. All survey returns are subjected to careful editing to detect reporting errors, inconsistencies and transcription errors. Ultimately, however, the quality of survey results depends on the quality of the information provided by survey respondents and adherence to specified procedures.

Reliability of estimates

17. For information on the reliability of estimates see the Technical Note (Appendix C).

Related publications

18. Users may also wish to refer to the following publications which are available on request:

Information Paper: New Statistical Series: Employment, Average Weekly Earnings, Job Vacancies and Overtime (6256.0)

Distribution and Composition of Employee Earnings and Hours, Australia (6306.0) - issued annually

Average Weekly Earnings, Australia, Preliminary (6301.0) and the final publication *Average Weekly Earnings, States and Australia* (6302.0) - issued quarterly

Average Earnings and Hours of Employees, Australia (6304.0) - issued annually

Weekly Earnings of Employees (Distribution), Australia, August, Preliminary (6309.0) and the final publication (6310.0), containing results of household surveys conducted annually

Overtime, Australia (6330.0) - issued quarterly

Award Rates of Pay Indexes, Australia (6312.0) - issued monthly

Employed Wage and Salary Earners, Australia (6248.0) - issued quarterly

The Labour Force, Australia (6203.0) - issued monthly

Occasional Paper No. 1986/1: Statistics on Wages, Earnings, Income and Labour Costs - A Guide to Their Concepts, Measurements and Usage.

19. Current publications produced by the ABS are listed in the *Catalogue of Publications, Australia* (1101.0). The ABS also issues, on Tuesdays and Fridays, a *Publications Advice* (1105.0) which lists publications to be released in the next few days. The Catalogue and Publications Advice are available from any ABS office.

Unpublished statistics

20. As well as the statistics included in this and related publications, the ABS may have other relevant unpublished data available. Inquiries should be made to the contact in the Phone Inquiries box at the front of this publication.

Symbols and other usages

* relative standard error greater than or equal to 25 per cent. See the Technical Note (Appendix C).

21. Estimates of earnings shown in the tables are rounded to the nearest 10 cents, and those of average

weekly hours paid for are rounded to the first decimal place.

22. Where figures have been rounded, discrepancies may occur between sums of the component items and totals.

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APPENDIX C: TECHNICAL NOTE

Introduction

As the estimates in this publication are based on information relating to a sample of employers and employees, rather than a full enumeration, they are subject to sampling variability. That is, they may differ from the figures that would have been produced if the information had been obtained from all employers and all employees. This difference, called *sampling error*, should not be confused with inaccuracy that may occur because of imperfections in reporting by respondents or in processing by the ABS. Such inaccuracy is referred to as *non-sampling error* and may occur in any enumeration whether it be a full count or sample. Efforts have been made to reduce non-sampling error by careful design of questionnaires, detailed checking of returns and quality control of processing.

2. An asterisk appears against estimates in this publication where the sampling variability is considered too high for most practical uses (that is, a relative standard error equal to or greater than 25 per cent of the estimate - see paragraph 4 below).

Reliability of estimates

3. The sampling error associated with any estimate can be estimated from the sample results. One measure of sampling error is given by the *standard error*, which indicates the degree to which an estimate may vary from the value that would have been obtained from a full enumeration (the 'true' figure). There are about two chances in three that a sample estimate differs from the true value by less than one standard error, and about nineteen chances in twenty that the difference will be less than two standard errors.

4. Another measure of the sampling error is the *relative standard error*, which is obtained by expressing the standard error as a percentage of the estimate. As it is not practicable to include the standard errors of all estimates in this publication, the tables below have been produced to give an indication of the magnitude of relative standard errors.

5. The figures in Table A provide an indication of the magnitude of the standard error of estimates of numbers of persons (distribution of weekly earnings) shown in Table 1. An example of the use of Table A is as follows: the estimate for all male employees in the earnings range \$200 to \$220 is 1.4 per cent of the total number of male

employees (see Table 1). This represents approximately 40,000 males. Table A shows the standard error of the Australian estimate of 40,000 to be 6 per cent or 2,600 employees. There are about two chances in three that a complete collection would give a figure within the range 37,400 to 42,600 and about nineteen chances in twenty that the figure would be within the range 34,800 to 45,200.

6. Table B indicates the relative standard error of estimates of averages (composition of average weekly earnings). An example of the use of Table B is as follows: Table 4 shows average overtime earnings of adult male full-time non-managerial employees (Australia) as \$51.30. Table B shows the approximate relative standard error for this estimate to be 2.5 per cent (i.e. about \$1.30). There are about two chances in three that a complete collection would give a figure within the range \$50.00 to \$52.60 and about nineteen chances in twenty that the figure would be within the range of \$48.70 to \$53.90.

7. The following notes give indications of relative standard errors which are not covered directly by the tables.

Occupations. Relative standard errors for estimates which appear in Tables 2 and 3 are generally less than 7 per cent.

Private/public sector. Relative standard errors relating to estimates of the private or public sector only are generally slightly higher than those for the private and public sectors combined.

Full-time adult employees. Relative standard errors are approximately the same as for full-time adult non-managerial employees (Table B).

Full-time adult managerial employees. Relative standard errors are slightly higher than those for full-time adult non-managerial employees (Table B).

Average weekly hours paid for. Relative standard errors of average weekly ordinary time hours paid for and average weekly total hours paid for are generally much lower than the corresponding figures shown in the table for average weekly ordinary time earnings and average weekly total earnings.

TABLE A. APPROXIMATE STANDARD ERRORS OF ESTIMATES OF NUMBERS OF PERSONS, AUSTRALIA, MAY 1988

Standard error	Size of estimate (persons)									
	2,500	5,000	10,000	20,000	30,000	40,000	60,000	100,000	150,000	200,000
Number	550	800	1,200	1,700	2,200	2,600	3,200	4,400	5,500	6,600
Per cent	22	16	12	9	7	6	5	4	4	3

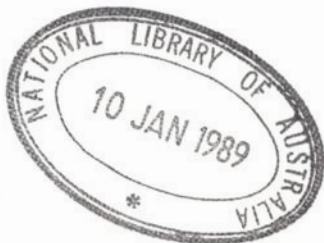
TABLE B. APPROXIMATE RELATIVE STANDARD ERRORS OF AVERAGE WEEKLY EARNINGS OF FULL-TIME NON-MANAGERIAL EMPLOYEES, AUSTRALIA, MAY 1988
(per cent)

	Average weekly total earnings								
	Average weekly ordinary time earnings								
	Award or agreed base rate of pay	Payment by measured result	Over- award and other pay	Total ordinary time	Overtime	Total	Average weekly hours paid for		
							Ordinary time	Overtime	Total
Adult-									
Males	0.3	5.9	3.6	0.3	2.5	0.4	0.1	2.5	0.2
Females	0.3	14.9	5.8	0.3	3.8	0.3	0.1	3.9	0.1
Persons	0.3	5.5	3.3	0.2	2.4	0.3	0.1	2.5	0.1
Junior-									
Males	0.9	30.6	9.2	0.8	6.9	0.9	0.2	6.9	0.3
Females	0.8	47.4	16.3	0.8	10.6	0.8	0.3	11.0	0.3
Persons	0.6	26.1	8.4	0.6	6.0	0.6	0.1	6.1	0.2

TABLE C. APPROXIMATE RELATIVE STANDARD ERRORS OF AVERAGE WEEKLY ORDINARY TIME EARNINGS AND AVERAGE WEEKLY TOTAL EARNINGS OF FULL-TIME NON-MANAGERIAL EMPLOYEES, INDUSTRIES, AUSTRALIA, MAY 1988
(per cent)

Industry	Adults						Juniors					
	Males		Females		Persons		Males		Females		Persons	
	Average weekly ordinary time earnings	Average weekly total earnings	Average weekly ordinary time earnings	Average weekly total earnings	Average weekly ordinary time earnings	Average weekly total earnings	Average weekly ordinary time earnings	Average weekly total earnings	Average weekly ordinary time earnings	Average weekly total earnings	Average weekly ordinary time earnings	Average weekly total earnings
Mining	1.2	1.3	2.6	1.6	1.2	1.4	5.4	5.9	10.4	10.9	5.3	6.0
Manufacturing	0.5	0.7	0.7	0.8	0.6	0.7	1.7	1.8	1.9	2.0	1.4	1.5
Food, beverages and tobacco	0.8	1.0	1.4	1.4	0.7	0.9	6.3	6.0	4.7	5.0	5.2	5.1
Textiles; clothing and footwear	1.1	4.8	1.0	1.7	0.8	3.6	11.6	15.3	2.8	3.3	5.0	6.9
Paper, paper products, printing and publishing	1.0	1.8	1.4	1.6	0.9	2.1	3.7	5.0	3.2	2.8	2.6	3.2
Chemical, petroleum and coal products	1.1	1.5	1.6	1.7	0.9	1.1	6.3	7.7	6.0	5.8	4.8	5.2
Metal products, machinery and equipment-												
Basic metal products	1.0	1.5	3.2	2.7	1.0	1.4	7.1	6.7	8.3	8.3	6.8	6.7
Fabricated metal products; other machinery and equipment	1.7	1.8	1.8	1.7	1.7	1.7	1.9	2.2	5.3	4.5	1.8	2.0
Transport equipment	1.0	1.3	1.6	2.2	0.9	1.2	3.2	3.0	11.0	14.7	2.9	2.6
Total metal products, machinery and equipment	1.0	1.1	1.4	1.4	1.0	1.1	2.0	2.0	4.2	4.5	1.7	1.7
Other manufacturing	1.5	2.1	2.3	2.9	1.7	2.4	2.7	3.3	7.3	6.9	3.1	3.3
Electricity, gas and water	0.5	0.7	2.0	2.5	0.5	0.7	2.5	2.4	2.5	2.6	2.3	2.2
Construction	1.6	2.2	2.4	2.6	1.5	2.1	3.4	3.8	2.9	3.2	3.1	3.5
Wholesale trade	1.1	1.4	1.2	1.1	0.9	1.0	2.9	3.5	3.4	3.7	2.2	2.6
Retail trade	1.2	1.3	1.1	1.1	1.0	1.1	1.2	1.4	1.6	1.8	1.0	1.0
Transport and storage	0.8	0.9	1.6	1.4	0.7	0.9	4.9	4.8	4.4	4.6	2.9	2.1
Communication	0.5	0.6	1.0	1.2	0.3	0.5	4.5	4.9	9.4	11.9	4.6	4.9
Finance, property and business services	1.0	1.0	0.9	0.9	0.7	0.7	1.6	1.6	1.3	1.3	1.0	1.0
Public administration and defence	1.0	0.9	0.8	0.7	0.6	0.7	4.0	5.1	2.4	2.6	2.0	2.6
Community services	0.6	0.7	0.5	0.5	0.4	0.5	5.5	6.3	1.8	1.9	1.8	2.0
Recreation, personal and other services	1.7	1.9	2.1	2.2	1.3	1.8	4.5	4.7	4.6	4.5	3.5	3.6
Total all industries	0.3	0.4	0.3	0.3	0.2	0.3	0.8	0.9	0.8	0.8	0.6	0.6

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